

People For Action

Activity Report

2018-2019



Overview

People For Action (PFA) is registered under Societies Act 1860. It commenced its journey in line with its object of Memorandum of Association no. 2, 4, 13, 16, 18, and 19 with the view of improving learning outcomes at scale in January 2019 through its Transform Schools programme by taking forward the lessons learnt from Kusuma's India programme over the last decade.

PFA on-boarded a committed senior management and core team in January 2019 to further the cause of quality education:

- Executive Director
- Director Operations
- Director Programmes
- Head Quality Assurance and Impact
- Head of Business Development
- Manager Transform
- Program Development Associate



In line with its objectives and by virtue of the expertise of its team, PFA works to support and implement programmes of national importance in government secondary schools, particularly in under-resourced areas in the State of Odisha and disseminate its learning to other State governments.

Vision

Every child and young person deserves the opportunity to realise their full potential and thrive.

Mission

We improve learning outcomes for young people in India, increasing their access to better education and career opportunities.

Our Model

People For Action's Transform Schools programme works with the government school system, where a majority of the country's children are enrolled. It supports better teaching and management to improve learning outcomes for children in India through six core interventions:

Transform Learning: Enables students at the start of secondary school to be at the learning level for their age leading to improving Student Learning Outcomes in government secondary schools

Transform Teaching: Strengthens teaching skills amongst English, Mathematics and Science teachers in a structured manner over two years to improve the quality of teaching



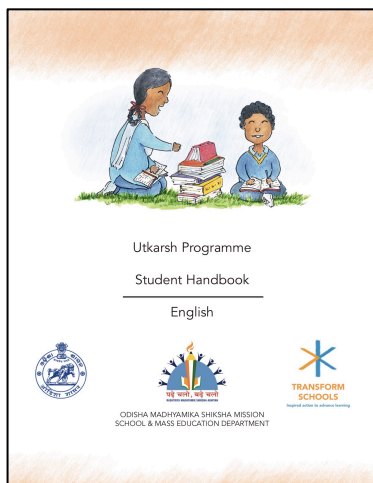
Transform School Management: Improves the HTs role clarity, management knowledge and skills over two years to enable them to effectively lead and manage the school

Transform PARity: Identifies and builds awareness and agency towards gender and other social norms which govern the decision-making processes in adolescents' lives, using Participatory Action Research (PAR) methodology

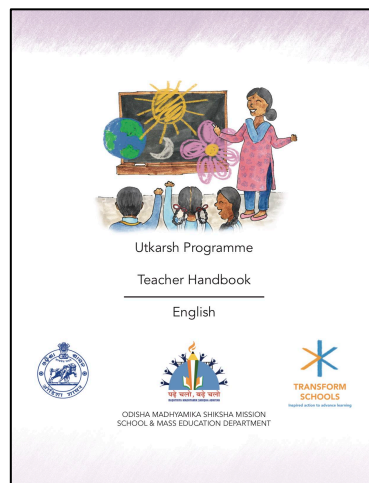
Transform Back To School: Supports re-entry of out of school children through campaigns and community outreach followed by accelerated in-school learning

Transform Technical Advice: Improves education programmes and systems through bespoke solutions to State education departments for quality improvement, real time monitoring, and dissemination

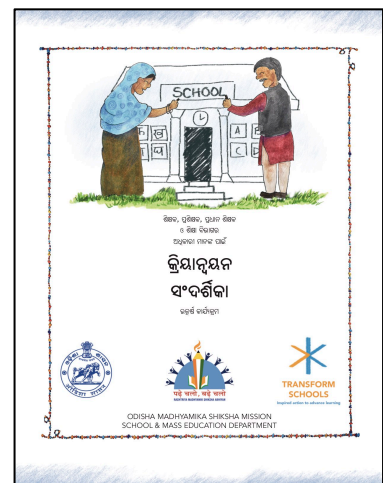
We leverage our rigorously tested models, resources and donor funding to provide technical assistance to the State government. Our team created the following resources for the students, teachers, head teachers and school governors, which have been accredited and used by the State government while implementing their education programme:



[Student Handbook](#)



[Teacher Handbook](#)



[Implementation Guideline](#)

Our Work

Building on lessons learnt from Kusuma's India programme, we commenced working in 4,290 schools in the State of Odisha. With rigorous monitoring and evaluation processes in place, we have put in place a robust system of programme assessment, review, and dissemination to support partner and other governments for wider policy change. Looking at the success and potential, JPAL South Asia chose to study our Transform

Learning programme through a Randomised Control Trial. PFA and the State came together to support the pilot and the full study.

Our Reach

From our inception in January 2019, we have come a long way in reaching a large part of Odisha’s education ecosystem. The numbers tell the story of evolving relationships and growing partnerships, with newer States being added to the vision of transforming secondary education:

Schools	Students	Head Teachers	Teachers	SMDCs	SMDC Members	Subject Experts (State Trainers)	District Education Officer	Districts	State
21,433	20,21,634	21,312	83,241	15,500	2,32,500	513	30	30	1

“Various students assessments reflected that most students in our schools do not have learning levels equivalent to their classes - a big challenge for government to address. Transform’s learning programme was unique in its approach to target poor learning levels with a very strong focus on teacher training. No such programme was ever implemented in the State. Learning levels reflected improvements and teachers learnt new teaching methods. We have now decided to expand the programme state wide”

P. K. Mahapatra, Principal Secretary,
School and Mass Education Department, Odisha,
(October 2017- September 2019)

Key activities and achievements

The PFA team has seen massive traction and impact for its programmes from its very inception. From resource development and finalisation to trainings for effective implementation and monitoring, PFA has ensured all stakeholders, especially the governments are true partners in making the journey towards appropriate learning outcomes and student success. Some of the key activities and achievements to this end are:

1. Transform Learning Programme

- Odisha government commenced the scale up of the programme from 15 to 27 districts from 1 January 2019.
- PFA delivered training on 12 February 2019 of government officials and 423 trainers for implementation, teacher training and monitoring using online tools to support the scale-up,



contributing to our vision of outpacing the learning deficit.

- Results analysis of 15 districts for the academic year 2018-2019 was completed on March 2019. The programme data continues to show very positive results, with all students passing out with enhanced learning levels.
- The J-PAL pilot study found in March 2019 that the programme to positively impact student performance across learning levels. It also found that the 69-day Transform Learning intervention was equivalent to 1.7-2.5 years of typical progress in school.



Develop training needs assessment and teacher competency assessments 3) Pilot online training and onsite support. An action plan for this has been developed.

2. Transform Teaching Programme:

PFA used the lessons from teacher trainings in Odisha's Utkarsh programme and our teacher development approach to advocate for improvements in the State's teacher professional development. It successfully advocated for government to appoint a core committee for informing improvements in its programme. The committee appointed by government includes PFA core team and has a mandate to 1) Review and revise State's programme approach 2)

3. Transform School Management:

Odisha government commenced the school planning process in January 2019. Districts were issued guidelines and resources that were adapted using PFA's school management model. PFA undertook the Quality Assurance (QA) visits in two districts on 15 February 2019 to observe adherence to the guidelines and offer support in the planning processes. PFA will focus on improving the quality via training and handholding, and focusing on school plans on academic priorities.

4. Library Improvement Programme

- Trained personnel from district level institutions for effective management of learning Resource Center – Budharaja Nodal High School in Sambalpur on 11 March 2019.
- Annual plans for implementing learning and efficiently managing libraries were developed.

5. Collaboration, Dissemination, Replication, and Advocacy

- A round table with Odisha government to discuss J-Pal's pilot study findings from Cuttack districts was completed in partnership with KTUK on 14 March 2019. The findings show that learning gains are large in intervention schools and impact all students. Programme yields better results compared to other learning programmes in the



world. The design and timelines for the full evaluation were also presented, discussed and agreed with government. The key participants included, Core team from PFA, KTUK and dignitaries from the State education department: Mr. P. K. Mahapatra, IAS, Principal Secretary, School and Mass Education Department, Odisha, Mr. Bhupendra Singh Poonia, IAS, SPD, OSEPA, Mrs. Susmita Sahu, Additional District Education Officer – Cuttack, Mr. Surya Narayan Mishra, OES Joint Director, OSEPA, Mrs. Arati Rout, OAS, Deputy Director, Odisha Madhyamik Shisha Mission (OMSM) RMSA, Dr. Bijaya Patra, OES, Joint Director, OMSM RMSA.



- PFA hosted a secondary education seminar in partnership with KTUK and Odisha government on 15 March 2019. It focused on disseminating lessons and good practices from Odisha's programmes for impacting student learning outcomes at secondary level with technical support from PFA. Participants included government officials from two additional States, donors, and civil society organisations

focused on educational interventions in Odisha. The key participants included, Core team from PFA, KTUK and and dignitaries from the State education departments: Mr. Bhupendra Singh Poonia, IAS, SPD, OSEPA, Mr. Surya Narayan Mishra, OES Joint Director, OSEPA, Mrs. Arati Rout, OAS, Deputy Director, OMSM, RMSA, Dr. Bijaya Patra, OES, Joint Director, OMSM, RMSA, Mr. Manohar Pratap Singh, ADPO, SSA, Korba, Mr. B.D. Singh, APC, SSA, Raipur, Mr. Arun Sharma, APC, SSA, Raipur, Mr. Parvinder Kumar, OSD, Core Academic Unit, Directorate of Education, Govt. of NCT -Delhi

- PFA team held meetings Education Secretaries and Directors in four States - Chhattisgarh, Uttarakhand, Delhi, and Odisha for an orientation on the organisation and its offerings. A presentation on PFA's offering and impact was completed in each State.

"Transform's teacher training helped me turn my otherwise quieter classes into interactive and busy space. The model lesson plans shared during training not only save my time but also offer ideas on using locally available, cost effective teaching aids. I have become better at using group work and peer learning methods and can already notice improved interest and participation among students"

Kalpanamayee Prusty,
Science Teacher, Nehru Uchha Bidayapitha,
Cuttack, Odisha